

Reference:	FOI.12261.23
Subject:	Agency and international nursing recruitment
Date of Request:	24 July 2023

Requested:

1. How many requirements (hours) were released to on-framework agencies during the period 1st July 2022 until 30th June 2023, per calendar month, showing how many were filled and how many were unfilled, for the below-listed specialities*?
2. How many requirements (hours) were released to off-framework agencies during the period 1st July 2022 until 30th June 2023, per calendar month, for the below-listed specialities*?
3. What is the total agency usage for nurses in the period 1st July 2022 until 30th June 2023? Please provide hours supplied, and total expenditure, broken down per calendar month, and per recruitment agency (company name) for the below specialities*. Please indicate which agencies are operating on-framework and which are operating off-framework.
4. Please provide the average hourly charge rate per calendar month, per recruitment agency, per speciality listed below, for the period 1st July 2022 until 30th June 2023.
5. Please confirm how many international Band 5 Nurses have been permanently recruited by the trust, per calendar month, between 1st July 2022 and 30th June 2023, including their country of origin where feasible.
6. Please confirm how many international Band 5 Nurses are forecasted to be permanently recruited by the trust, between 1st July 2023 and 30th June 2024, including their country of origin where feasible.

* For the aforementioned specialities, the following specialities are requested:

- General (incl Medical / Surgical / General)
- A&E
- ITU
- Theatres
- Midwifery
- RMN / Mental Health

Response:

Hywel Dda University Health Board (UHB) is unable to provide you with all of the information requested, as it is estimated that the cost of answering your request would exceed the “appropriate limit” as stated in the Freedom of Information Act 2000 and the Data Protection (Appropriate Limit and Fees) Regulations 2004. The “appropriate limit” represents the estimated cost of one person spending 18 hours (or 2½ working days) in determining whether the UHB holds the information, and locating, retrieving and extracting the information.

As the information requested for question 4 is not collated and recorded centrally, the UHB would be required to undertake manual analysis of all agency shifts worked, to identify the information that would fulfil your request.

The UHB is therefore applying an exemption under Section 12 of the Freedom of Information Act 2000 (FoIA), which provides an exemption from a public authority's obligation to comply with a request for information where the cost of compliance is estimated to exceed the appropriate limit.

However, under section 16 of the FoIA, the UHB has a duty to provide advice and assistance. Therefore, the UHB provides the accessible information it holds below.

1. & 2. The UHB provides, within the tables overleaf, the number of On and Off- Framework agency hours that were filled and unfilled, by the specialties requested and by month, during the period 1 July 2022 to 30 June 2023.

Accident and Emergency (A&E)					
		On-Framework		Off-Framework	
Month	Total hours released	Hours filled	Hours unfilled	Hours filled	Hours unfilled
July 2022	16,803	8,795	3,609	1,443	2,957
August 2022	17,867	9,291	4,130	1,295	3,151
September 2022	16,526	9,190	3,517	1,741	2,078
October 2022	16,771	9,891	4,034	1,402	1,445
November 2022	15,267	9,415	3,219	1,969	664
December 2022	16,848	8,336	4,071	2,715	1,726
January 2023	17,577	9,157	4,541	2,223	1,656
February 2023	15,723	9,166	3,995	1,920	643
March 2023	16,958	10,536	3,885	2,102	434
April 2023	13,855	9,204	2,777	1,581	293
May 2023	13,875	9,840	2,833	1,074	127
June 2023	13,599	10,456	2,757	203	183

Theatre					
		On-Framework		Off-Framework	
Month	Total hours released	Hours filled	Hours unfilled	Hours filled	Hours unfilled
July 2022	1,426	1,242	145	0	38
August 2022	1,235	1,117	118	0	0
September 2022	1,362	1,182	180	0	0
October 2022	1,458	1,266	170	0	23
November 2022	1,651	1,442	193	0	17
December 2022	1,723	1,284	439	0	02
January 2023	1,815	1,443	118	212	42
February 2023	1,459	1,396	63	0	0
March 2023	1,835	1,772	63	0	0
April 2023	1,320	1,188	133	0	0
May 2023	1,624	1,507	117	0	0
June 2023	1,864	1,721	143	0	0

Critical care					
		On-Framework		Off-Framework	
Month	Total hours released	Hours filled	Hours unfilled	Hours filled	Hours unfilled

July 2022	6,991	595	1,270	1,148	963
August 2022	6,396	1,244	1,552	983	318
September 2022	7,715	1,292	1,611	1,511	310
October 2022	7,569	1,146	1,477	1,560	586
November 2022	7,791	1,466	1,262	1,626	434
December 2022	8,368	1,402	1,499	2,154	722
January 2023	6,876	930	890	1,207	433
February 2023	6,298	672	1,221	684	161
March 2023	6,485	1,030	1,208	753	125
April 2023	4,793	386	1,161	557	89
May 2023	2,751	372	614	98	0
June 2023	3,956	579	633	270	8

Mental Health & Learning Disabilities (MH&LD)					
		On-Framework		Off-Framework	
Month	Total hours released	Hours filled	Hours unfilled	Hours filled	Hours unfilled
July 2022	1,160	595	549	16	0
August 2022	2,769	1,244	1,246	82	198
September 2022	2,102	1,292	776	23	12
October 2022	2,264	1,146	1,118	0	0
November 2022	2,045	1,466	579	0	0
December 2022	2,283	1,402	823	23	35
January 2023	2,122	930	1,192	0	0
February 2023	1,676	672	1,005	0	0
March 2023	2,333	1,030	1,292	0	12
April 2023	1,117	386	732	0	0
May 2023	1,493	372	1,091	0	30
June 2023	1,940	579	1,303	58	0

Maternity					
		On-Framework		Off-Framework	
Month	Total hours released	Hours filled	Hours unfilled	Hours filled	Hours unfilled
July 2022	277	0	277	0	277
August 2022	231	0	231	0	231
September 2022	412	0	412	0	412
October 2022	470	0	470	0	470
November 2022	261	0	261	0	261
December 2022	454	0	454	0	454
January 2023	125	0	125	0	125
February 2023	61	0	61	0	61
March 2023	349	0	349	0	349
April 2023	163	0	163	0	163
May 2023	136	0	136	0	136
June 2023	60	0	60	0	60

3. The On and Off-Framework agency usage for nurses has been provided in response to questions 1 and 2. Additionally, the UHB provides within the attached spreadsheet, the On and Off-Framework agency spend, by speciality (detailed below), agency and month, during the period 1 July 2022 to 30 June 2023, at Attachment 1.

The specialities provided in the attachment are:

General – includes the areas where agency nurses have worked, outside of the other specialities.

A&E

ITU/Critical care

Theatre

MH&LD

Please note, that none of the released shifts for maternity were filled by either On or Off-Framework agencies. Therefore, there was no agency spend for maternity.

4. A Section 12 exemption has been applied. However, the UHB can provide information on the rates paid to agencies.

Agencies are paid various rates depending on whether nurses are engaged via On or Off-Framework agencies and the UHB has provided the hourly rates paid within the tables below.

On-Framework	Monday to Friday - day shift	Monday to Friday – night shift	Saturday	Sunday / Bank Holiday
Registered Staff / *ODP	£30.30	£39.39	£39.39	£48.47
Registered Staff / Specialist	£37.36	£48.69	£48.69	£59.93

*Operating Department Practitioner

Off-Framework	Monday to Friday 8am – 2pm	Monday to Thursday 2pm – 8pm	Weekend Friday 2pm to Monday 8am
Registered Nurse	£57.95	£72.45	£76.45
Registered Nurse / **Specialist area	£69.95	£86.95	£93.45

**Specialist is defined as A& E, ITU, Neonatal Intensive Care, Paediatric Intensive Care, Coronary Care Unit, Minor Injuries Unit, Child & Adolescent Mental Health, Scrub Nurses and Midwifery.

5. The UHB provides, within the tables overleaf, the number of permanent Agenda for Change (A4C) Band 5 nurses that have been recruited internationally, by specialty and month, during the period 1 July 2022 to 30 June 2023.

Month	Medical & Surgical	A&E	ITU	Theatres	Midwifery	RMN	Total
July 2022	11	*	*	*	0	0	15
August 2022	0	0	0	0	0	0	0
September 2022	15	*	*	0	0	0	18
October 2022	15	*	*	0	0	0	18
November 2022	8	*	*	0	0	0	6
December 2022	0	0	0	0	0	0	0

January 2023	10	*	*	0	0	0	13
February 2023	0	0	0	0	0	0	0
March 2023	11	0	*	0	0	0	14
April 2023	0	0	0	0	0	0	0
May 2023	17	*	*	0	0	0	20
June 2023	0	0	0	0	0	0	0

The UHB is unable to provide the number of internationally recruited nurses by country of origin, due to the low numbers of cases (less than 5), as there is a potential risk of identifying individuals if this was disclosed. Additionally, where the figures in the tables have been replaced with an asterisk (*), the UHB is again unable to provide you with the exact numbers, due to the low numbers of cases (less than 5), as there is a potential risk of identifying individuals if this was disclosed. The UHB is therefore withholding this detail under Section 40(2) of the FoIA. This information is protected by the Data Protection Act 2018 (DPA)/ UK General Data Protection Regulations, as its disclosure would constitute unfair and unlawful processing and would be contrary to the principles and articles of the UK GDPR. This exemption is absolute and therefore there is no requirement to apply the public interest test.

In reaching this decision, the DPA and UK GDPR define personal data as data that relates to a living individual who can be identified solely from that data or from that data and other information, which is in the possession of the data controller.

6. The UHB is unable to provide the information exactly as requested. However, the UHB can provide, within the table below, the number of International Educated Nurses (IENs) that are to be recruited, as part of the Workforce recruitment plan, during the 2023/24 and 2024/25 financial years

Financial year	IEN
2023/24	140
2024/25	150

The UHB does not hold the data on country of origin.